

**Meeting of the Management Development Compensation Committee of the
BRISTOL COUNTY WATER AUTHORITY**

**Wednesday, July 31, 2013
450 Child Street, Warren Office, Warren, RI**

The committee meeting was called to order at 5:30 pm by Director Paul Bishop, Chair of the Committee.

Committee members Bradford Louison and John Jannitto were in attendance. Directors Allan Klepper and Frank Sylvia and Executive Director Pamela Marchand were also present.

1. Executive Director Compensation

The committee reviewed information on the AWWA Compensation Survey, staff salary increases, and the Executive Director's previously presented performance review for 2012.

The committee agreed on a recommendation for an increase of compensation for the Executive Director of 5%, to include a merit increase, to present to the Board for the meeting of August 28th.

2. Engineering Project Manager

Executive Director Marchand presented information on the proposed position. Although approved in the FY2013 budget, she was requested to bring the issue before the Board before advertising the position.

As was previously requested by the Board, the position was advertised without benefits, essentially a 1099 position. However, the Executive Director presented a memo from Joe Whelan, the BCWA labor attorney, which stated that we would not be able to hire someone in this category for the type work we had planned. This person would have to be treated as an individual consultant, not under the direction of the Executive Director.

The position description for an engineering manager to manage the planned capital program as described in the Infrastructure Plan and 20 Year Capital Plan was presented. This person would also manage the technical staff, perform design work and administer professional services and construction contracts. \$8 million of capital programs are planned for this year and the next 3 years.

The committee agreed to forward a recommendation to the Board to hire an Engineering Project Manager. Director Sylvia stated that he did not agree with the recommendation.

Director Louison made the following motion seconded by Director Jannitto:

MOTION: To adjourn the meeting.

Motion passed unanimously.

The meeting was adjourned at 6:30 pm.

Allan Klepper
Chairman